

## ESSER III School Proposal Template

### Due April 4, 2022

School: Morningside Middle School

Date: April 4, 2022

Please complete this document for your school's proposal for funding activities under the American Rescue Plan (ESSER III) to achieve the vision that **all students will read on grade level by 5th grade by spring of 2027**. As you are completing this document, please adhere to and consider the following:

1. Completed plans should be emailed to [ESSERIIISchoolPlans@charleston.k12.sc.us](mailto:ESSERIIISchoolPlans@charleston.k12.sc.us).
2. As a part of the planning process, there will have to be community/parent engagement. There must be proof of this submitted with your plan.  
[https://docs.google.com/spreadsheets/d/1SImjzMSB0S18r0x6Ci9zCAJmbl6\\_wGfDndpKcju348/edit?usp=sharing](https://docs.google.com/spreadsheets/d/1SImjzMSB0S18r0x6Ci9zCAJmbl6_wGfDndpKcju348/edit?usp=sharing)
3. Plans should focus primarily on Pillar III (Wraparound Services). Please refer to the Pillar attachments to see examples of what these are. Pillars I & II, are being supported primarily by the District Office. Items being supported under these umbrellas can be found in the Guardrails attachments as well.
4. This is funding for approximately two years, which means that the final year of funding would be the 2023-2024 school year. Your approved funding amount would be for the two years (22-23 & 23-24) combined.

**ESSER III Pillar(s) Addressed:**

RIGOROUS GRADE-LEVEL INSTRUCTION	<b>X</b>
HIGH-QUALITY TEACHERS/LEADERS	<b>X</b>
WRAP-AROUND SERVICES	<b>X</b>

**Year(s) of Implementation:** *(Plans can be submitted for the Summer 22 and 22-23 and 23-24 school years. You may have a plan that you would like to implement for consecutive years, but please be advised that data will be utilized before moving forward with an additional year).*

Summer 22	
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2022-2023	X
2023-2024	X

**Statement of Intended Outcome** – All scholars will experience high quality, grade level, standards-based instruction in an environment which promotes the academic, social, and emotional well-being of students, parents, teachers, and all other applicable stakeholders.

**Research** – Please provide research to support your proposal. Place research here that supports the item(s) that you will be focusing on and how they will have a positive impact on scholar outcomes.

*Goal 1: Attract and retain high quality teachers*

[Turning Around Chronically Low-Performing Schools](#)

[Preventing Dropout in Secondary Schools](#)

*Goal 2: Increase literacy level and academic outcomes for students.*

[Improving Adolescent Literacy: Effective Classroom and Intervention Practices](#) [Improving Adolescent Literacy: Effective Classroom and Intervention Practices](#)

[Examining the Effect of Class Size on Classroom Engagement and Teacher-Pupil Interaction: Differences in Relation to Pupil Prior Attainment and Primary vs. Secondary Schools](#)

[Smaller classes benefit students most in need](#)

[Preventing Dropout in Secondary Schools](#)

*Goal 3: Promote and foster strong, positive social-emotional well-being for all stakeholders.*

[Dropout Prevention](#)

[Preventing Dropout in Secondary Schools](#)

[What the Research Says on Supporting the Social and Emotional Well-Being of Students](#)

**Goals, Strategies & Performance Measures** – Please use the area below to add the goals, strategies and performance metrics for your plan. Add as many goals and objectives as necessary. Identify external resources you believe would be effective in accomplishing strategies. A list of organizations that you may use to support your initiatives is listed [here](#). You may use other organizations as well if they align with your plan. [What Works Clearinghouse](#) is a good source to find research-based ideas/strategies as well.

Goal 1:	Strategies:	Progress Monitoring:	Performance Metrics:
<i>Attract and retain high quality teachers</i>	<i>-Supplemental teacher pay for hours worked beyond the school day</i>	<i>-Parent engagement logs -Community Engagement Event sign-in sheets</i>	<i>Increased parental engagement documented via state survey and engagement logs</i>

			<i>(hopefully leading to enhanced job satisfaction for being compensated for work being done), Lesson plans/PLC Minutes</i>
<p>Goal 2:</p> <p><i>Increase literacy level and academic outcomes for students</i></p>	<p>Strategies:</p> <ul style="list-style-type: none"> <li>-Retain four teachers due to be lost due to potential decline in enrollment, who will all be provided targeted professional development in regards to providing a balanced literacy approach to teaching, to lower class sizes and provide more individualized support.</li> <li>-Purchase additional instructional technology/tools</li> <li>-Academic Incentives</li> </ul>	<p>Progress Monitoring:</p> <ul style="list-style-type: none"> <li>-NWEA MAP Assessments(Fall, Winter, Spring)</li> <li>-Quarterly grades review</li> <li>-bi-quarterly progress report review</li> <li>-ELL classroom performance data review (monthly)</li> </ul>	<p>Performance Metrics:</p> <p>NWEA MAP, SCReady, SCPASS, English Learners annual progress toward proficiency (annual state report card metric) and WIDA's ACCESS for ELLs results, course completion</p>
<p>Goal 3:</p> <p><i>Promote and foster strong, positive social-emotional well-being for all stakeholders.</i></p>	<p>Strategies:</p> <ul style="list-style-type: none"> <li>-Conflict resolution-Young Men Rise</li> <li>-Conflict resolution-To be named-Young Women Rise</li> <li>-PBIS Incentives</li> <li>-Create a middle school athletic program</li> </ul>	<p>Progress Monitoring:</p> <ul style="list-style-type: none"> <li>-Review of discipline data (monthly)</li> <li>-guidance referrals (monthly)</li> </ul>	<p>Performance Metrics:</p> <p><i>Review 360 School Incidents Analysis Reports, Panorama Survey, State Report Card survey</i></p>

**Management Plan w/ Major Project Activities** – The management plan should be realistic and achievable. Detail activities, responsibilities, and timelines as related to project goals, strategies, and performance measures listed above. Add additional goals and strategies as necessary.

**Goal 1**

<b>Strategy 1:</b>	<b>Implementation Steps:</b>	<b>Implementation Dates:</b>	<b>Person(s) Responsible:</b>
<i>Attract and retain high quality teachers</i>	<ul style="list-style-type: none"> <li>-Identify opportunities to provide teachers supplemental pay for hours worked beyond the school day.</li> <li>-Develop documentation system to document services-rendered and impact on school environment</li> <li>-Designate community outreach coordinator to help identify opportunities for school staff to go out into the community.</li> </ul>	<i>June 2022 - June 2024</i>	<i>Principal, Instructional Coaches/Lead Teachers</i>

<b>Goal 2</b>			
<b>Strategy 1:</b>	<b>Implementation Steps:</b>	<b>Implementation Dates:</b>	<b>Person(s) Responsible:</b>
<i>-Retain four teachers due to be lost due to potential decline in enrollment, who will all be provided targeted professional development in regards to providing a balanced literacy approach to teaching, to lower class sizes and provide more individualized support.</i>	<i>-Advocate for Morningside to not lose teachers due to declining enrollment. -Continue recruitment push to increase overall scholar enrollment to support the current number of personnel in the building. -Continue to provide professional development around an Integrated Approach to Student Achievement- <b>A Balanced Literacy Approach</b></i>	<i>June 2022-June 24</i> <ul style="list-style-type: none"> <li>● Complete hiring by May 30, 2022</li> <li>● Ensure that ACRF reflects all teachers by May 13, 2022</li> <li>● Professional Development regarding a Balanced Literacy Approach will be provided starting August 2022 and ongoing there after.</li> </ul>	Principal
<b>Strategy 2:</b>	<b>Implementation Steps:</b>	<b>Implementation Dates:</b>	<b>Person(s) Responsible:</b>
<i>-Purchase additional instructional technology/tools: IXL and APEX</i>	<i>-Complete effectiveness analysis of educational technology items used this year in order to decide which subscriptions should continue to be used/purchased in the future. -Purchase additional instructional technology or tools based upon feedback/needs assessment while adhering to CCSD procurement policies. -Provide professional development for all teachers regarding literacy based instruction/infusion of literacy based tools</i>	<i>May 2022 - June 2024</i> <ul style="list-style-type: none"> <li>● Follow procurement process to enter agreement to purchase IXL and APEX subscriptions by August 2022</li> <li>● Provide professional development regarding instructional tools by Sept. 1, 2022.</li> </ul>	<i>Instructional coaches, Principal, Assistant Principals</i>
<b>Strategy 3:</b>	<b>Implementation Steps:</b>	<b>Implementation Dates:</b>	<b>Person(s) Responsible:</b>
<i>-Provide Academic Incentives for scholars</i>	<i>-Survey scholars to see which “allowable” incentive items would most motivate them to continue to engage in productive struggle in an effort to improve their scores. -Purchase allowable incentives -Develop and implement rubric for earning incentives and system for distribution of incentives</i>	<i>May 2022 - June 2024</i> <ul style="list-style-type: none"> <li>● Survey scholars by May 2022</li> <li>● Purchase incentives on an ongoing basis starting June 2022 for the upcoming school year.</li> <li>● Develop rubric by</li> </ul>	<i>Instructional Coaches, Lead Teachers, PBIS Committee</i>

		August 2022; Introduce rubric by Sept. 1, 2022 to scholars and faculty/staff.	
<b>Goal 3</b>			
<b>Strategy 1:</b>  <i>Provide conflict resolution/mentor training via Young Men Rise and Young Women Rise program offered by Lowcountry Youth Services</i>	<b>Implementation Steps:</b>  <i>-Enter into contract to provide services for 3 cohort of male and 3 cohorts of female student groups -Secure location for training and schedule time during the day for small groups -Identify scholars to attend via teacher and administration input/discipline data -Complete MOU process for Lowcountry Youth Services</i>	<b>Implementation Dates:</b>  <i>May 2022 - June 2024</i> <ul style="list-style-type: none"> <li>• <i>Enter into MOU by July 2022 for upcoming school year</i></li> <li>• <i>Identify scholars to attend by teacher-admin recommendation/ Panorama data by Sept. 2022.</i></li> </ul>	<b>Person(s) Responsible:</b>  <i>Principal, Assistant Principals, Behavior Interventionist</i>
<b>Strategy 3:</b>  <i>-Provide PBIS Incentives for scholars</i>	<b>Implementation Steps:</b>  <i>-Survey scholars to see which "allowable" incentive items would most motivate them to continue to engage in productive struggle in an effort to improve their scores. -Purchase allowable incentives -Develop and implement rubric for earning incentives and system for distribution of incentives</i>	<b>Implementation Dates:</b>  <i>May 2022 - June 2024</i> <ul style="list-style-type: none"> <li>• <i>Survey scholars by May 2022</i></li> <li>• <i>Purchase incentives on an ongoing basis starting June 2022 for the upcoming school year.</i></li> <li>• <i>Develop rubric by August 2022; Introduce rubric by Sept. 1, 2022 to scholars and faculty/staff.</i></li> </ul>	<b>Person(s) Responsible:</b>  <i>Instructional Coaches, Lead Teachers, PBIS Committee</i>
<b>Strategy 3:</b>  <i>-Create a middle school athletic program</i>	<b>Implementation Steps:</b>  <i>-Provide a stipend for middle school athletic director to oversee athletic program -Purchase athletic materials needed -Provide stipend for coaches -Recruit participants/publicize to community -Communicate with district Athletic Director for consultation purposes</i>	<b>Implementation Dates:</b>  <i>May 2022 - June 2024</i> <ul style="list-style-type: none"> <li>• <i>Identify middle school athletic director (internal candidates only/stipend) by June 3, 2022</i></li> <li>• <i>Identify items to be purchased (athletic supplies)</i></li> </ul>	<b>Person(s) Responsible:</b>  <i>Principal, Assistant Principals</i>

		<p>by June 30, 2022</p> <ul style="list-style-type: none"> <li>• Coordinate with North Charleston Recreation Department as applicable for any league play-ongoing/ as needed</li> <li>• Consult with district athletic director as needed-ongoing</li> </ul>	
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**Budget Analysis** – Outline activities that require funding to successfully implement initiatives associated with the program. Add additional activities as necessary.

<b>Activity 1:</b>	<b>Specific Components of Activity:</b>	<b>Cost:</b>
<p><i>Attract and retain high quality teachers</i></p>	<p><i>Provide supplemental teacher pay for 44 teachers for up to 750 hours worked beyond the school day for service to community, community engagement, home visits, meet the parent nights, etc. Benefits to be included.</i></p>	<p>\$30,000 annually</p>
<p><b>Activity 2:</b></p> <p><i>Increase literacy level and academic outcomes for students: By June 2023, 50% or more scholars will attain their MAP Growth Goal as defined by NWEA MAP.</i></p>	<p><b>Specific Components of Activity:</b></p> <p><i>Retain four teachers due to be lost due to potential decline in enrollment, who will all be provided targeted professional development in regards to providing a balanced literacy approach to teaching, to lower class sizes and provide more individualized support.</i></p> <ul style="list-style-type: none"> <li>• <i>School wide professional development regarding An Integrated Approach to Student Achievement provided by Dr. Dickey once in August 2022 and once in January 2023. School based literacy instructional coach will provide a balanced literacy approach ongoing PD in an embedded format at least monthly throughout the year.</i></li> <li>• <i>School wide professional development regarding differentiation of instruction will occur at least 3 times throughout the academic school year.</i></li> </ul>	<p><b>Cost:</b></p> <p>\$260,000 annually</p>
<p><b>Activity 3:</b></p> <p><i>Increase literacy level and academic outcomes for students: By June 2023, 50% or more scholars will attain their MAP Growth Goal as defined by NWEA MAP.</i></p>	<p><b>Specific Components of Activity:</b></p> <p>Provide academic incentives to increase academic outcomes and combat chronic absenteeism/truancy</p>	<p><b>Cost:</b></p> <p>\$8,000 annually</p>

<p><b>Activity 4:</b></p> <p><i>Promote and foster strong, positive social-emotional well-being for all stakeholders: By June 2023, we will decrease school wide referral incidents by 10% and decrease our chronic absenteeism rate by 10%.</i></p>	<p><b>Specific Components of Activity:</b></p> <p>Provide PBIS incentives to increase academic outcomes and combat chronic absenteeism/truancy</p>	<p><b>Cost:</b></p> <p>\$8,000 annually</p>
<p><b>Activity 5:</b></p> <p><i>Promote and foster strong, positive social-emotional well-being for all stakeholders: By June 2023, we will decrease school wide referral incidents related to physical altercations by 10%.</i></p>	<p><b>Specific Components of Activity:</b></p> <p><i>Provide conflict resolution/mentor training via Young Men Rise and Young Women Rise program offered by Lowcountry Youth Services. MOU will be generated.</i></p>	<p><b>Cost:</b></p> <p>\$30,000 annually</p>
<p><b>Activity 6:</b></p> <p><i>Promote and foster strong, positive social-emotional well-being for all stakeholders: By June 2023, our chronic absenteeism rate by 10%.</i></p>	<p><b>Specific Components of Activity:</b></p> <p><i>Facilitate a middle school athletic program for scholars who are traditionally unserved in terms of exposure to positive extracurricular activities.</i></p>	<p><b>Cost:</b></p> <p>\$40,000 annually</p>
<p><i>Increase literacy level and academic outcomes for students: By June 2023, 50% or more scholars will attain their MAP Growth Goal as defined by NWEA MAP.</i></p>	<p><b>Specific Components of Activity:</b></p> <p>Purchase IXL and APEX subscriptions.</p>	<p><b>Cost:</b></p> <p>\$20,000 annually</p>
<b>TOTAL:</b>		\$396,000

**Sustainability** – What will you do to sustain your plan? For instance, if you are hiring staff, what will you do at the end of two years when ESSER funding has been exhausted? Please be specific.

While we realize that our request is above our allocated amount for the two year time period, we believe that our plan is a comprehensive approach which can be utilized to produce a sustainable path forward for Morningside Middle. Please see our plan of sustainability below:

- While our desire is to be intentional about bolstering our enrollment numbers, if at the end of 2 years we

experience a need to lose teachers, we believe that we will have successfully created an academic and behavioral framework which will be able to sustain increased class sizes and less opportunities for scholars to engage in related arts (due to a potential loss in teachers). We will focus on retaining high quality teachers who have been equipped with intervention/management strategies such as de-escalation, balanced literacy approaches, and differentiated instruction.

- In regards to our middle school athletic program, we will use the next two years to collect data in regards to its effectiveness and seek to secure community/business partnerships to provide the funding needed moving forward. We will also engage directly with the city of North Charleston to see if they can help in our efforts.
- In regards to the conflict resolution/mentor training, we begin to use a train-the-trainer model to begin to build our capacity within to provide the services provided by the organization. We can also look at using other funding sources such as Title 1 to sustain the initiative. Lastly, we believe that this initiative might help us to create scholar-leaders who will mentor and guide the next wave of scholar leaders to take Morningside to new heights.
- In regards to purchasing instructional technology/tools, if needed, we will secure another funding source for these items at the completion of the grant.
- Ultimately, we will be intentional about creating a framework/system of success that will lead to sustained improved outcomes for our scholars over time.

<b>Application Due Date</b>	<b>Approval Status Date</b>
April 4, 2022	